



**BETTER PERSONAL OUTCOMES FOR ORGANISATIONS
AND STAFF THROUGH JOINED-UP STAFF
PROFESSIONAL DEVELOPMENT, POLICY MANAGEMENT
AND ORGANISATION-WIDE AUDITS**

WHAT IS ALTO PERFORMANCE?

ALTO Performance is a cloud-based suite of improvement tools, specifically designed to provide better personal outcomes for organisations and staff through joined-up:

- improvement
- staff professional development
- self-evaluation or self assessment
- policy management
- organisation-wide audits

ALTO Performance has been designed and developed by Derventio Education, a software house based in Derby in the East Midlands.

We currently have over 700 organisations worldwide effectively benefitting from our suite of improvement tools.

DESIGNED FOR ALL SIZES OF ORGANISATION

We work with many types of organisations, from schools to colleges to the Ministry of Defence to adult training providers.

How these types of organisations operate has informed our development roadmap and means that we keep a strategic view at the heart of our improvement methodology. An example of this would be the dashboard which has been developed to incorporate the current picture of your development on a single page.



ORGANISATION IMPROVEMENT

ALTO Performance brings about whole-organisation improvement by identifying their priorities for improvement. These priorities typically come from a recent inspection or are a result of your own self-evaluation processes.

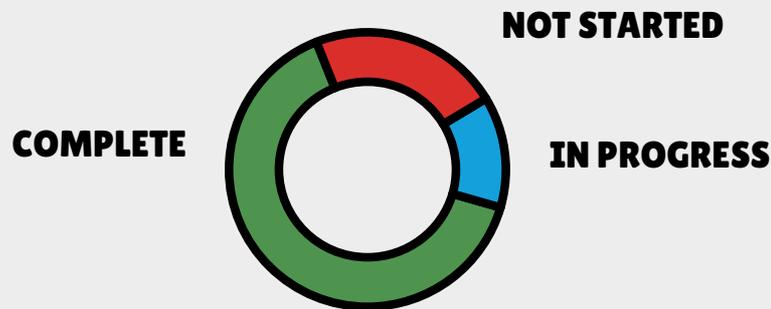
These priorities then feed into the overall improvement plan and also some of the performance management targets identified for staff development.

This ensures that everyone is pulling in the same direction and provides a strategic focus to your overall improvement.

ORGANISATION IMPROVEMENT PLANS

The strategic priorities then feed into the organisation's improvement plan. **ALTO Performance** supports both whole-organisation and departmental planning.

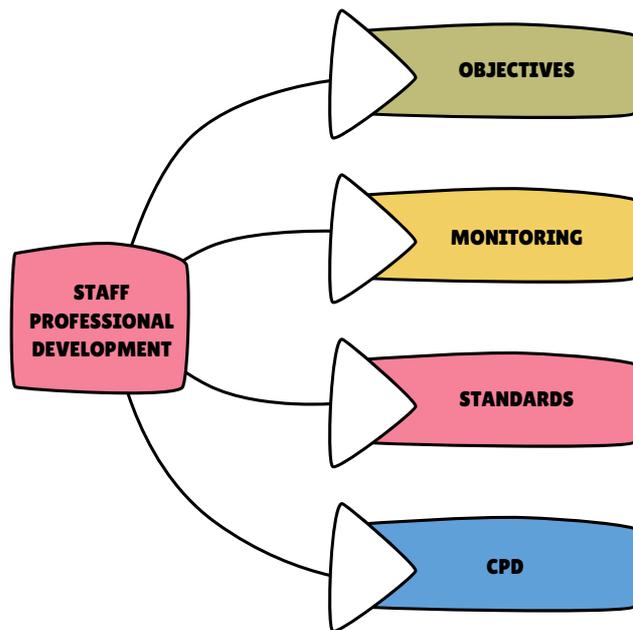
In **ALTO Performance** it's easy to see the current state of play in relation to the overall development plan. A doughnut chart shows the current progress with all activities, providing transparency.



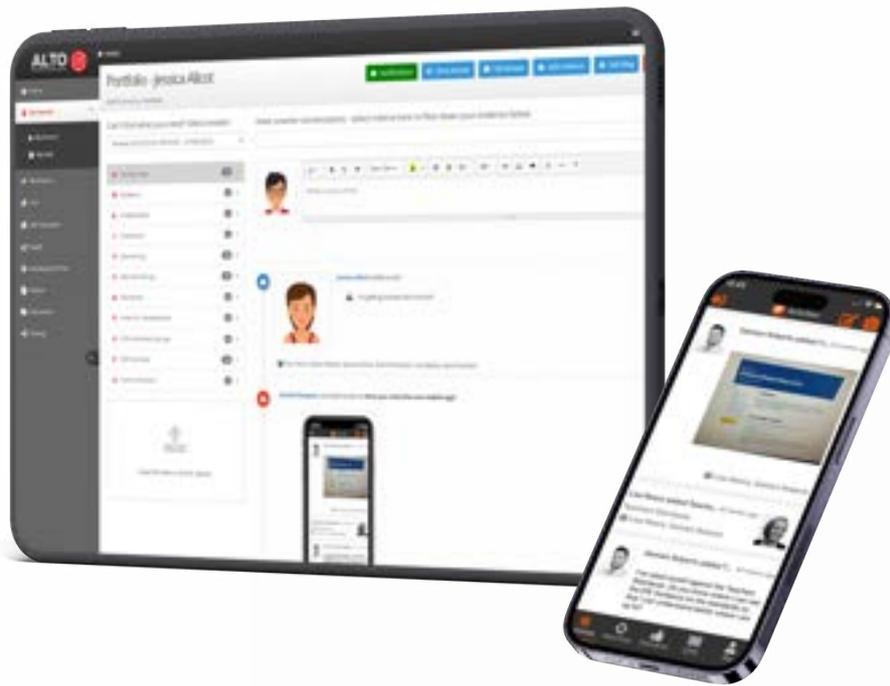
No longer do you have to wait to find out what the current status is of activities on the organisation improvement plan and there are comprehensive strategic and action plans too.

STAFF PROFESSIONAL DEVELOPMENT

ALTO Performance supports staff professional development through the setting of objectives, capturing monitoring events like observations, rating staff against the latest standards/competencies and recording evidence of professional development and course outcomes.



Staff may collate their evidence in an electronic portfolio, which can be accessed using the web browser or via our simple to use mobile app.



KEEP A RECORD OF CPD

Staff may be centrally allocated courses, record their own professional development activities and also make CPD requests too. Staff record their attendance on courses and record the impact of training.

COMPREHENSIVE REPORTING

Our dashboard displays provide real-time reporting for the following key areas:

- Staff Objectives
- Monitoring/Observations
- Standards/Competencies
- Areas for Development
- CPD Courses & Activities

SELF ASSESSMENT

ALTO Performance finally closes the loop in terms of whole-organisation improvement by providing self-assessment as part of the process. Staff can collaborate to formulate their responses for whole-organisation and departmental self-assessment.

Staff record their responses with supporting evidence and the ability to link to activities on the organisation improvement plan.



POLICY MANAGEMENT AND ORGANISATION-WIDE AUDITS

ALTO Performance also facilitates the creation, approval and review of organisation policies. There are reminders to inform staff which policies require review on a periodic basis. There's also a helpful feature to make sure that staff view and acknowledge each policy too!

ALTO Performance also supports lots of different types of audits to facilitate the process of identifying the current position of the organisation in relation to:

- safeguarding
- environmental sustainability
- Quality Assurance Frameworks
- and many more...

You can also create your own audits and link the activities to your organisation improvement plan.

WHY DO YOU NEED ALTO PERFORMANCE?

ALTO Performance is by far the simplest whole-organisation improvement solution to use. We pride ourselves on keeping things simple, with solutions that require minimal end-user training and an easy-to-use mobile app to support staff with evidence collection for professional development.



We also provide comprehensive real-time reporting, in the form of dashboards which empower leaders with the information they need to target improvement.

Less time is spent gathering data and more time is utilised identifying key strengths and discussing areas that may require improvement.

ALTO Performance empowers staff with their own professional development and supports leaders when making key decisions for improvement.

Put simply, **ALTO Performance** is the simplest and most effective solution for whole organisation improvement.

WHO USES ALTO PERFORMANCE?

ALTO Performance is used by over 700 organisations including schools and academies, colleges and universities and other training providers to seamlessly manage their improvement.



**JUST A SAMPLE OF SOME
OF THE ORGANISATIONS
WE WORK WITH...**



[CHECK OUT ALL OUR CASE STUDIES HERE](#)

WHAT ARE THE BENEFITS OF USING ALTO PERFORMANCE?

Here are some of the benefits of managing your whole-organisation improvement with **ALTO Performance**:

- A comprehensive framework for strategic whole organisation improvement
- Ideal for groups of organisations or departments to share best practices
- Informs leadership meetings
- Transparent
- Evidence is centralised
- Detailed reporting
- Prompts and notifications to keep staff informed of their obligations
- Saves time for staff and leaders
- Simple and effective

But don't just take our word for it...



MARIA DEAN

ASSISTANT PRINCIPAL, HUDDERSFIELD NEW COLLEGE

"It's clear that ALTO Performance has been developed with the user in mind; it's designed in such a way that makes it very intuitive to use and incorporates all the areas you would expect and need."

"We love how ALTO Performance can be tailored very easily and as such supports the way we operate as a college."





"Our processes for continued professional development are now more clearly aligned in line with the Reflective Practitioner process which our staff use to reflect and develop their teaching practice.

ALTO Performance has enabled us to evidence each stage of the staff development journey more effectively using the same platform and creating a much more smoother process for staff.

We are still in the early stages of using ALTO Performance however their customer service and support at the time of need are excellent, and have enabled staff to transition over to the system confidently."

**SAREA YOUNIS**

QUALITY MANAGER, TAMESIDE COLLEGE



"As a college, we previously used several word documents and templates that were then stored in different platforms i.e. SharePoint. So, bringing all the information together took a long time.

ALTO Performance has become the platform where we are able to streamline processes and make them consistent whilst also producing data for SLT.

We are able to pull the full appraisal and observation processes together, whilst also showing support and CPD. All this being live to the manager and the staff member whereas previously, we had to use several other platforms for checking.

It brings back the accountability for staff and managers. Curriculum is working really well and they advise that other college processes could be carried out in ALTO Performance so we are going to look at these things as part of the development for the academic year 23/24."



CHRIS FORMOSA

HR BUSINESS PARTNER, BARKING & DAGENHAM COLLEGE

"The system is well designed and creates efficiency in a number of College processes, most significantly for us in the observation and appraisal process. ALTO Performance provides excellent data which help us track our progress on our overall objectives."



RUTH REDFERN

PEOPLE & PERFORMANCE BUSINESS PARTNER, BURTON AND SOUTH DERBYSHIRE COLLEGE

"ALTO Performance has improved performance management meetings and understanding for staff - particularly for tracking performance management targets and standards completed.

Teachers can upload their own evidence which is proportional to their targets making them more accountable for their own performance management."



HOW TO GET THE BEST OUT OF ALTO PERFORMANCE?

At ALTO Performance we provide you with a dedicated Customer Success Manager who will work with you on a one-to-one basis, to guide the implementation process and deliver best practices, from their vast experience of working with other leaders.

A FEW WORDS FROM CUSTOMER SUCCESS...



ANDY GOODEVE
CUSTOMER SUCCESS MANAGER



"Hi, my name's Andy and I'm one of the Customer Success Management team at Derventio Education. I work either from our offices in Derby or when I'm lucky from home in Tamworth, Staffordshire.

Previously, I worked as a Headteacher at primary schools in the West Midlands.

I have also been a governor at Winhill Village Primary School, which is part of the John Taylor Multi-Academy Trust in Staffordshire.

I am responsible for conducting comprehensive customer onboarding programs, complete with extensive product training.

I like to develop a thorough understanding of our customers' needs, challenges, and goals, and then work directly with them to meet and surpass those objectives. on educating customers on how to successfully use their **ALTO Performance** software in their organisation.

I provide the resources and education needed to ensure that our **ALTO Performance** community:

- 1) understand the purpose of **ALTO Performance**
- 2) know how to effectively use **ALTO Performance** to drive their own success

I will support you from delivery to success!"

WHAT DO I DO IF I NEED SUPPORT WITH ALTO PERFORMANCE?

ALTO Performance has online help available within the software and bite-sized videos that will guide you through every aspect of the process.

Alternatively, we also have a customer care team who are friendly and helpful, who may be contacted free of charge 8am to 5pm, 5 days a week (excluding UK Public and Bank Holidays) via email and telephone. You'll be put straight through to a member of our team (no waiting in a queue) who can support you with any issues relating to **ALTO Performance**.

A FEW WORDS FROM CUSTOMER CARE...



IAN PARKIN
CUSTOMER CARE DIRECTOR



"Hi, my name is Ian and I lead the Customer Care and Customer Success teams at Derventio Education.

We believe in going the extra mile to support our customers and strive to deliver the best possible solutions. We like to nurture the relationship with organisations, taking care of their onboarding and implementation. We find that creating a positive impression with our organisation leads to the building of positive customer relations.

We regularly canvas our customers for a Net Promotor Score (NPS) and are proud to have been rated "World Class" in our service delivery.

Our customers are always very happy to refer our high level of service and attention to detail to other organisations too!"

ALTO PERFORMANCE– A BRAND YOU CAN TRUST

Our sister brand **SchooliP** is a member of The British Education Suppliers Association (BESA) and is a supporting member of The Council of British International Schools (COBIS) and The Federation of British International Schools in Asia (FOBISIA).



In addition to these memberships, we may also be found on the latest procurement frameworks including the UK Government G-Cloud framework and Everything ICT too.

ALTO Performance is fully GDPR compliant too!



SUPPORTING YOU THROUGHOUT YOUR JOURNEY

We have a team available to ensure that you are successful with **ALTO Performance**. Your dedicated customer success manager will work with you on an implementation plan or roadmap, supporting you through every step of the process.

We also offer free online support and training too!

SINGLE SIGN-ON

ALTO Performance also supports single sign-on too with many different providers.

TAKING THE NEXT STEP

Book a free online no-obligation demonstration now to see how **ALTO Performance** could help your organisation to manage your improvement.



DAMIEN ROBERTS
DIRECTOR & CO-FOUNDER



[BOOK YOUR FREE ONLINE DEMONSTRATION NOW](#)



CALL 0333 0433 450



BOOK A DEMO



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